

# Pengaruh job involvement terhadap turnover intention dengan organizational commitment sebagai variabel mediasi studi pada karyawan tetap pt south pacific viscose = The effect of job involvement on turnover intention with the mediating role of organizational commitment a study on permanent employees at pt south pacific viscose

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## Abstrak

Penelitian ini bertujuan untuk menguji pengaruh job involvement terhadap turnover intention dengan organizational commitment sebagai variabel mediasi. Job involvement diukur menggunakan konsep multidimensi job involvement yaitu emotional job involvement, cognitive job involvement, dan behavioral job involvement (Yoshimura, 1996), organizational commitment diukur dengan organizational commitment questionnaire (Mowday, Steers, dan Porter, 1979) dan turnover intention diukur dengan indikator turnover intention (Mobley, Horner, dan Hollingsworth, 1978). Penelitian ini menggunakan pendekatan kuantitatif. Data penelitian dikumpulkan melalui survei yang dilakukan pada 120 karyawan tetap PT. South Pacific Viscose dengan menggunakan teknik non-probability convenience sampling. Penelitian ini menggunakan analisis jalur dan Sobel Test untuk menguji pengaruh langsung dan pengaruh mediasi di antara variabel-variabel kunci.

Hasil analisis jalur mengindikasikan bahwa job involvement mempengaruhi organizational commitment secara signifikan. Hasil analisis jalur juga mengindikasikan bahwa job involvement dan organizational commitment mempengaruhi turnover intention secara signifikan. Hasil Sobel Test membuktikan pengaruh tidak langsung job involvement terhadap turnover intention melalui organizational commitment secara signifikan. Sejalan dengan penelitian terdahulu Blau dan Boal (1989), hasil analisis jalur dan Sobel Test mengkonfirmasi bahwa organizational commitment memediasi hubungan job involvement dan turnover intention.

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This study aims to examine the effect of job involvement on employee turnover intention through organizational commitment as a mediating variable. Multidimensional job involvement, namely emotional job involvement, cognitive job involvement, and behavioral job involvement (Yoshimura, 1996), organizational commitment questionnaire (Mowday, Steers, and Porter, 1979) and turnover intention's indicators (Mobley, Horner, and Hollingsworth, 1978) were using to measure job involvement, organizational commitment, and turnover intention. This research used a quantitative approach. Data was collected through survey which conducted on 120 permanent employees at PT. South Pacific Viscose by non-probability (convenience) sampling method. Path analysis and Sobel Test were used to test the direct and mediating relationship between key variables.

Path analysis shows that job involvement affects organizational commitment significantly. It also shows that job involvement and organizational commitment affect turnover intention significantly. Sobel Test reveals a statistical support for the indirect effect of job involvement on turnover intention through organizational commitment. In line with the previous research of Blau and Boal (1989), the result of path analysis and Sobel Test confirm that organizational commitment significantly mediated the relationship between job

involvement and turnover intention.